SFC Williamson

Roles and Relations (In Training)

25 FEB 04

Terminal Learning Objective

Given information on the Department of the Army civilians identify the roles of civilian employees IAW AR 660-400 Total Army Performance System

Enabling Learning Objectives

A. Given information about DA civilian personnel discuss why we have DA civilians in the military workplace IAW AR 690-400.

B. Given information on over-lapping responsibilities discuss how DA civilian and military employee roles and responsibilities overlap IAE AR 690-400.

C. Given information on DA civilian personnel discuss where DA civilian employees derive their authority IAW AR 690-400.

The military workplace.

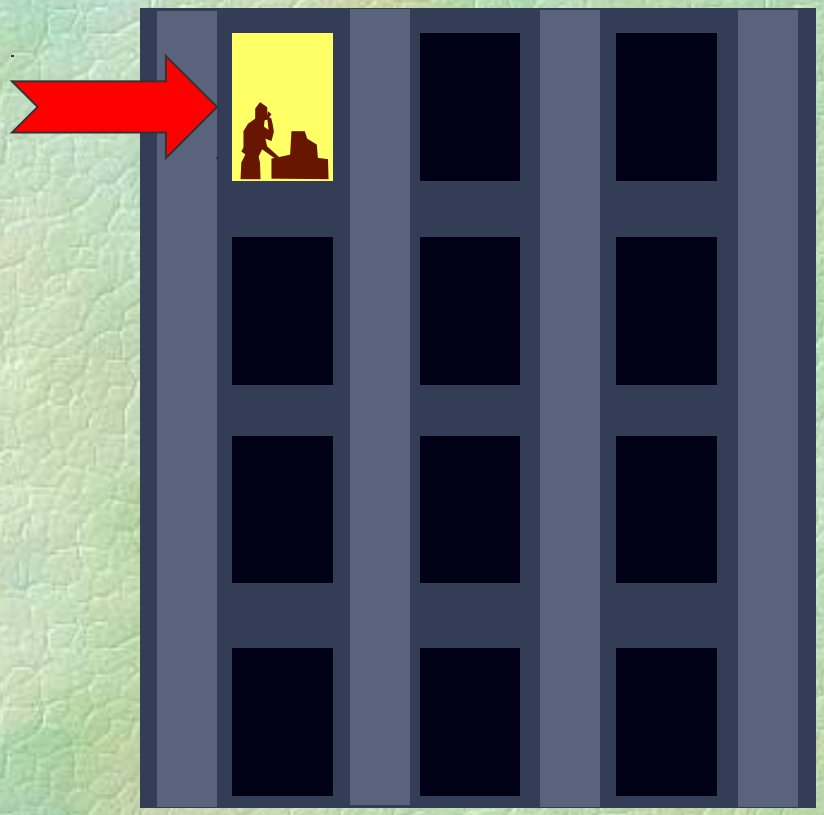
When the Army speaks of leaders, it refers to all Army leaders-soldiers and DA civilians. They share the same goal which is to accomplish their organization's mission and the Army's mission.

The Army employ's DA civilians because they possess or develop technical skills that are necessary to accomplish various missions.

Roles and responsibilities.

As members of the executive branch of the federal governments, DA civilians are part of the Army. Like active duty personnel, they derive their authority from a variety of sources.

PEOPLE IN HIGH PLACES



DA civilian responsibilities overlap with active duty, in that the Army expects DA civilian leaders to be more than specialists. They are expected to apply technical, conceptual and interpersonal skills

DA civilian authority

DA civilians may exercise general supervision over an Army installation or activity. However, they act under the authority of a military supervisor.

No definitive line separates officer, NCO and DA civilian responsibilities.

QUESTIONS?

Review of Main Points

A. Discuss why we have DA civilians.

B. Overlapping responsibilities.

C. Deriving authority.

So, DA civilians can be delegated authority.

Right?

Unless restricted by law, regulation, or a superior, leaders may delegate any or all of their authority to their subordinate leaders.

However, such delegation must fall within the leaders scope of responsibility.

Looks like civilians are here to stay…

The complimentary relationship and mutual respect between the military and civilian members of the Army is a long-standing tradition.

Since the Army's beginning in 1775, military and DA civilian duties have stayed separate, yet necessarily related. Taken in combination, traditions, functions, and laws serve to delineate the particular duties of military and civilian members of the Army.

But, it appears that most of the positions filled by civilians are to free-up enlisted soldiers for other jobs, tasks, or missions, and not necessarily those of officers.

Is that right?

DA civilians fill positions in staff and base sustaining operations that would otherwise have to be filled by Officers and NCOs.

Senior DA civilians establish policy and manage Army resources, but once again, they do not have the authority to command.

So, you see, DA civilians are not just filling enlisted slots, they fill officer slots as well, with the exception of command positions.

Another way DA civilian responsibilities overlap with ours, is that the Army expects DA civilians leaders to be more than specialists: they too are expected to apply technical, conceptual, and interpersonal skills together to accomplish missions - in a combat theater, if necessary.

We know responsibilities fall into two categories: command and individual. But, how does this apply to DA civilians?

All soldiers and DA civilians must account for their personal conduct. Commissioned Officers, Warran Officers, and DA civilians assume personal responsibility when they take their initial oath of

OATH OF OFFICE

I will support and defend the Constitu of the United States against all enemi foreign and domestic; that I will bear faith and allegiance to the same; that take this obligation freely, without an mental reservation or purpose of evas and that I will well and faithfully disch the duties of the office on which I am about to enter. So help me God.

Standard Form 61

One of the first things we learn when we enlist into the Army is the importance of the chain of command.

How does that apply to DA civilians?

While the Command Sergeant Major is the advocate in a unit for soldier issues, DA civilians have no single advocate. Rather, their own leaders, civilian personnel advisory center represent them and their issues to the

Often the senior DA civilian in an organization or the senior DA civilian in a particular career field has the additional duty of advising and counseling junior DA civilians on job-related issues and career

But, don't Army personnel also counsel DA civilians?

Yes!

Much like enlisted soldier counseling, we use the Total Army Performance Evaluation System (TAPES) for our civilians.

DA cTAPES) for our civilians.

QUESTIONS???